

Curriculum Vitae



Dr Sherwin Ignatius Chia

Head, Human Resource Management Programme

S R Nathan School of Human Development

Tel : +65 6240 8773

Education Qualifications

2015	PhD (Organisational Behaviour), Nanyang Technological University, Singapore
2009	BA, Psychology (Minor in Organisational Psychology), Murdoch University, Perth, Australia
2002	BEng, Mechanical (Specialisation in Design), Nanyang Technological University, Singapore

Academic and Professional Experience

2019 - 2021	Head Psychologist, Centre of Leadership Development, MINDEF, Singapore
2018 - 2019	P-TECH Industry Programme Manager, IBM, Singapore
2006 - 2009	Senior Mechanical Engineer (R&D), Hewlett-Packard, Singapore
2004 - 2006	Mechanical Engineer (R&D), Motorola Electronics, Singapore
2002 - 2004	Mechanical Engineer (R&D), Affymetrix Incorporated, Santa Clara, CA, USA

Membership & Professional Activities

2014	Academy of Management
2014	Society for Industrial and Organizational Psychology

Research Interests

- Motivation (Self-Regulation) & Self-Processes
- Work Behaviours (Work Engagement, Citizenship Behaviours, & Self-Presentation)
- Careers
- Culture

Selected Publications

Journals:

Dimitrova, M., Chia, S. I., Shaffer, M. A., & Tay, C. (2020). Forgotten travelers: Adjustment and career implications of international business travel for expatriates. *Journal of International Management*, 26(1), 1-15. <https://doi.org/10.1016/j.intman.2019.100707>

赵志裕, & 谢思明 (2014). 慎重派与急攻派: 谁才是较好的组织公民. 中欧商业评论.

Book Chapters:

Chia, S. I. (In-Press). Investigating the dual moderated mediation of work autonomy and supervisor support in the relationship between workload and turnover intentions through burnout. In D. Vrontis, A. Thrassou, L. Efthymiou, Y. Weber, R. Shams, & E. Tsoukatos (Eds.), *Adapting businesses to a shifting world: Sustainable growth in a global context*. Palgrave Macmillan.

Tsui-Auch, L. S., Chia, S. I., Liu, A. (2016). Putting Singapore in the global innovation map: The shifting role of state in the rapidly changing environment. In U. Hilpert (Ed.), *Routledge handbook of politics and technology* (pp. 191-206). Routledge. <https://doi.org/10.4324/9781315725239>

Chiu, C.-y., Chia, S. I., & Wan, W. (2015). Measures of cross-cultural values, personality and beliefs. In G. J. Boyle, D. Saklofske, & G. Matthews (Eds.), *Measures of personality and social psychological constructs* (pp. 621-651). Elsevier Academic Press. <https://doi.org/10.1016/B978-0-12-386915-9.00022-X>

Op-eds and Commentaries:

Chia, S. I. (2022, September 21). Singapore's ONE pass to attract top foreign talent – is it too little, too late?. *Today*. <https://www.todayonline.com/commentary/commentary-singapores-one-pass-attract-top-foreign-talent-it-too-little-too-late-1998671>

Conference Proceedings:

Dimitrova, M., Chia, S. I., Luk, D. M., Shaffer, M. A., & Tay, C. (2012). International business travelers and commuters: Curvilinear effects of travel frequency. *Best Paper Proceedings from the Academy of Management Conference*. Academy of Management.

Conferences and Presentations

Conference Presentations:

Chia, S. I. (2023). *Not all job resources are equal: The moderated mediation of work autonomy and supervisor support*. Paper presented at the 16th Annual Conference of the EuroMed Academy of Business, Vilnius, Lithuania, September 27-29.

Dimitrova, M., Chia, S. I., Shaffer, M. A., & Tay, C. (2018). *Expatriates on the go: International business travel during expatriation*. Paper presented at the Academy of Management Conference, Chicago, Illinois, August 10-14.

- Dimitrova, M., Chia, S. I., Shaffer, M. A., & Tay, C. (2017). *International business travel in the context of expatriation*. Paper presented at the Europe Academy of Management Conference, Glasgow, Scotland, June 21-24.
- Chia, S. I., & Bendapudi, N. (2015). *Self-regulatory effects on cultural norms on creativity*. Paper presented at the Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania, April 23-25.
- Chia, S. I., & Chiu C.-y. (2014). *Do all employees engage in citizenship behaviors for the same motives? A regulatory mode perspective on citizenship behaviors*. Paper presented at the Academy of Management Conference, Philadelphia, Pennsylvania, August 1-5.
- Chia, S. I., & Chiu, C.-y. (2013). *Thinking versus doing: How it affects enhancing and verifying oneself*. Paper presented at the Joint '7th SELF Biennial International Conference' and 'ERAS conference', Singapore, September 9-11.
- Chia, S. I., & Chiu, C.-y. (2013). *Locomoters' decision and assessors' discomfort: The effects of regulatory mode on epistemic motivation and predilection to present*. Paper presented at the European Association of Social Psychology Small Group Meeting on Motivational, Affective and Cognitive Sources of the Knowledge Formation Process, Krakow, Poland, June 27-29.
- Dimitrova, M., Chia, S. I., Luk, D. M., Shaffer, M. A., & Tay, C. (2012). *International business travelers and commuters: Curvilinear effects of travel frequency*. Paper presented at the Academy of Management Conference, Boston, Massachusetts, August 3-7.
- Dimitrova, M., Chia, S. I., Tay, C., Shaffer, M. A., & Luk, D. M. (2012). *International travel frequency effects on global business travelers' career attitudes*. Paper presented at the Society for Industrial and Organizational Psychology Conference, San Diego, California, April 25-28.
- Chia, S. I., & Tay, C. (2010). *Moderating effects of cultural intelligence on job stress of global employees*. Paper presented at the Asia Academy of Management Conference, Macau, SAR, China, December 12-14.

Conference Organised:

- Organizer. (2015). *Exploring the complex relationship between culture and creativity/innovation*. Symposium organized for the Society for Industrial and Organizational Psychology Conference, Philadelphia, Pennsylvania, April 23-25.

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